

Title	Job Characteristics and Work Motivation: A Test of Job Design Model
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Abstract	<p><b>Considerable attention is now paid to design of a job and nature of work to understand motivation of employees. The most recent theoretical framework known as the job Design Model developed and tested by Hackman and Oldham (1976) is an important contribution in the area of work motivation. Based on previous work of Turner and Lawrence (1965) and Hackman and Lawler (1971), the model proposes causal links between the main features of jobs and motivational outcomes. It explains how jobs higher on 'core' job characteristics such as skill variety, task identity, task significance, autonomy and feedback from work itself produce certain psychological states which in turn lead to increased satisfaction with job and motivation to work. The job characteristics can be briefly described as follows :</b></p>